

From the Acquisition Support Center Director

The changes we are undertaking within our own ranks as a civilian and military acquisition workforce are fundamental to our Soldiers' success in the future. LTG Joseph L. Yakovac Jr., Director of Acquisition Career Management (DACM), made many fine points when he addressed the 2005 Army Acquisition Workforce Conference in February.



He emphasized that we need to find a way to develop acquisition leaders who are more in tune with the challenges and uncertainties of the 21st century — leaders who are more flexible, multifaceted and well-rounded. We also need to shift our way of thinking from an “island” concept to a “networked” concept, and learn to work together to become more efficient in providing for our combatant commanders' and warfighters' needs.

LTG Yakovac is depending upon the Acquisition, Logistics and Technology (AL&T) Workforce to help drive the Army Acquisition Corps' (AAC's) transformation from a “designing and fielding single systems” focus to an integrated system-of-systems focus. This will be accomplished by rethinking how we educate and train Army acquisition leaders. Future leaders must become decathletes to keep up with the professional demands of a fast-paced acquisition environment. His direction is important to us at this crucial juncture in our history. Please turn to Page 54 to read LTG Yakovac's thoughts on AAC transformation, civilian career management, post-utilization and regionalization.

Post-Utilization Initiatives

The Army's senior leaders recognize the importance of developing civilian acquisition leaders for the future. Effective career management of key civilian leaders is a critical element of the Army's current capability and future success. Senior Service College (SSC) education prepares civilians for positions of greater leadership responsibility. Post-training placement efforts were launched by the U.S. Army Acquisition Support Center (ASC) for civilian AL&T Workforce SSC students who will graduate in June 2005. Program executive officers (PEOs), Deputy Assistant Secretaries of the Army and Life Cycle Management Commanders are identifying

management or staff positions within their organizations and reviewing SSC student résumés for possible placements.

The best way to capitalize on the investment that the Army has made in these graduates is to match these individuals with positions that will allow them to demonstrate and take advantage of their expanded skills. The goal is to manage these acquisition professionals as “pre-Senior Executive Service candidates,” ensuring they are assigned to the most challenging leadership positions. We will improve our AAC SSC selection and placement procedures to ensure that AAC's “best and brightest” attend SSC, and that post-utilization positions have been identified either before or early in their SSC education.

Another significant post-utilization initiative is identifying civilian and military line positions that are managing cost, schedule and performance, but are not currently designated as command selection list (CSL) project or product manager (PM) positions. These line positions can be designated as either project or product directors (PDs), based on the PEO's explanation of total cost and system complexity. The PD positions could be filled by either a colonel/GS-15 (or equivalent broadband) or a lieutenant colonel/GS-14 (or equivalent broadband) who has previously served as a CSL PM. The newly designated PD positions should ideally be rotated every 2-5 years, at the PEO's discretion. At present, charters from the Army Acquisition Executive will not be provided to PD positions. Potential PD positions for either civilian or military fill were identified and vetted during the CSL and Military Acquisition Position List review conducted April 11-15, 2005.

As the post-utilization process is further refined, it will expand to other organizations within the acquisition community. Our intent is to officially address post-utilization during an executive session at the 2005 Acquisition Senior Leaders and Army Materiel Command Commanders Conference, Aug. 22-25, in Detroit, MI.

Video Training

ASC is developing tools for supervisors to use as their duties expand under the DACM's directed changes. The Customer Service Offices are producing video training materials that cover:

- Army Training Requirements and Resources System Internet Training Application System (AITAS).
- Senior Rater Potential Evaluation.
- Acquisition Career Record Brief.
- Individual Development Plan.

The videos will be accessible online via the Career Acquisition Personnel and Position Management Information System (CAPP MIS) home page. So far, the AITAS film has been beta tested and it will be the first film available.

Our efforts are geared toward shaping a workforce that can manage complexity across the battlespace. The AL&T Workforce will continue to grow and transform, and we will accomplish this by changing AAC's structure and by changing how we train future leaders and recruit and retain career field employees.



COL Genaro J. Dellarocco
Director, U.S. Army
Acquisition Support Center

Army Acquisition Transformation Update

MAJ Joy N. Kollhoff

Task Force (TF) Acquisition, Logistics and Technology (ALT) was formed Nov. 1, 2004, as a dual-sponsored chartered modularity design team under LTG Joseph L. Yakovac Jr., Military Deputy (MILDEP) to the Assistant Secretary of the Army for Acquisition, Logistics and Technology (ASAALT), and LTG Richard Hack, Deputy Commanding General, U.S. Army Materiel Command (AMC), to integrate ongoing modular concept and design efforts and address the Army's evolving requirements for the AL&T capability elements.

The initial outputs of TF ALT include an integrated AL&T capability and concept of support under a common design called the Army Field Support Brigade (AFSB). This AFSB includes an early-entry Deployable ALT Command Post Table of Organization and Equipment (TO&E) and an Army Contingency Contracting TO&E.

The new AFSBs are augmented by supporting Tables of Distribution and Allowance (TDAs) currently under design at AMC and will ultimately become units projected from the Army Field Support Command, AMC's operational arm. For additional information, please review Page 46 of the March – April 2005 *Army AL&T Magazine* at <http://asc.army.mil/pubs/alt/default.cfm>, which provides a detailed

explanation about the evolution of the new AL&T capability currently undergoing Armywide field staffing under the expedited Force Design Update (FDU) process.

2005 Army Acquisition Workforce Conference

The 2005 Army Acquisition Workforce Conference, "Transforming the Organizations, Leaders & Workforce of Tomorrow," was held Feb. 28 - Mar. 3, 2005, in Orlando, FL, at the Sheraton Safari Hotel. The 4-day event hosted 160 Army Acquisition Corps (AAC) and U.S. Army Acquisition Support Center (ASC) leaders, Acquisition Career Management Advocates, AL&T Workforce members and strategic partners from around the world. Highlights from the conference included:

- Change Leadership (CL) Training.
- CL Workshops.
- Transformation Community Workshops.
- Community Informational Workshops.
- Certifying Official Workshops.
- Career Management Tools.
- Additional training on Career Acquisition Personnel & Position Management Information System (CAPP MIS) composition, computer generated certificates, Acquisition Position List points of contact, Senior Rater Potential Evaluation, Acquisition Career Record Brief process, facilities engineers status, Acquisition Demonstration Project, best practices, National Security Personnel System and online board application process.

The conference was an enormous success and left all inspired, regenerated and engaged to continue improving for the future of the Army and the AL&T Workforce. Army Knowledge Online (AKO) virtual collaboration sites have been set up on the MILDEP Transformation Public site found on the MILDEP AKO Web page. This site's purpose is to continue the "Ground Truth" dialogue, the problem solving and tool exchange initiated at the conference. Please join us in threaded discussions to share as a community and build your transformation tool kits. To access the Ground Truth dialogue:

- Log into the AKO home page at www.us.army.mil.
- Click on the Files icon in the yellow upper right box.
- Click on U.S. Army Organizations in the far left box highlighted in white.
- Click on Acquisition.
- Click on Military Deputy.
- Click on AAC Transformation and ALT.
- Click on the AAC Transformation (Public) cabinet.
- Click on the Ground Truth Session folder.

If you are unsubscribed to any of the knowledge centers required to follow these steps, place a check next to the knowledge center and use the Subscribe icon on the gray tool bar. Once subscribed you will have access to the Ground Truth Session folder.

Plans are also ongoing for the 2005 Acquisition Senior Leaders and AMC Commanders Conference to be held Aug. 22-25, 2005, in Detroit, MI.

TF ALT Tiger Teams

TF ALT Tiger Teams met Feb. 15, 2005, to continue integrating modular concepts, force designs and applicable processes to create the footprint for our new AL&T capability. The meeting summarized the AFSB FDU and AL&T Military Occupational Specialty (MOS) meeting at the U.S. Army Combined Arms Support Command, Fort Lee, VA, Feb. 4, 2005, to discuss the FDU. All updates to the FDU were submitted to the Combined Arms Center at Fort Leavenworth, KS, Feb. 25, 2005. TF ALT members scrubbed the FDU and specifically updated the package to reflect the name change from the AL&T Support Brigade to AFSB, including communication and vehicle equipment justifications, and to refer to the development of the AL&T series of MOSs XXA (Program Management), XXL (Life Cycle Logistics) and XXC (Contracting). The new MOSs will be pursued through a separate but parallel Army process effort. The estimated completion date for FDU expedited field staffing is April 14, 2005. The approximate implementation timeline for the FDU decisions is between 1 and 3 months.

MAJ Joy N. Kollhoff is an ASC Proponency Officer and the TF ALT G-3 Project Lead for AAC Transformation.

AMC/ASC Join Efforts to Benefit Disabled Soldiers

Headquarters, U.S. Army Materiel Command (AMC) and the U.S. Acquisition Support Center (ASC) have formed a partnership to help disabled Soldiers prepare for their futures. AMC has established a program called "Always a Soldier," which provides service-connected disabled veterans opportunities to seek DOD employment. ASC has established a "Wounded Soldier" program for active duty disabled Soldiers. This program provides Soldiers who supported the global war on terrorism (GWOT), and have a 30 percent or

more disability, the opportunity to remain on active duty and work toward certification in the program management, life-cycle logistics or contracting career fields.

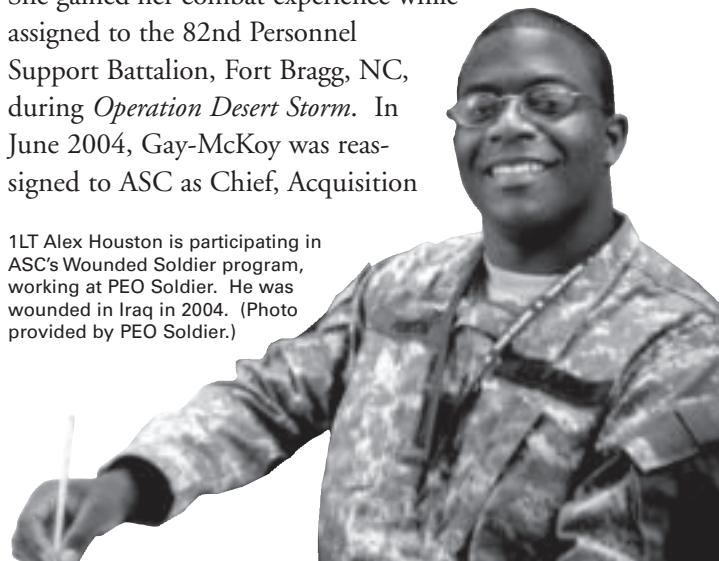
These new programs offer Soldiers the opportunity to build careers in areas that directly benefit warfighters. AMC and ASC leadership and the program coordinators have committed to providing our veterans and active duty Soldiers avenues that lead to career advancement and greater financial security.

AMC's Always a Soldier Program Coordinator is Steven Clark, previously known as Sergeant Clark. Clark, a veteran wounded in action during *Operation Iraqi Freedom*, spent nearly a year recovering from his combat injuries at Walter Reed Army Medical Center. While being treated, Clark looked for employment despite his disability. "I realize how important the promise of employment is toward the healing process," Clark stated, "work provides a sense of hope and personal worth."

Once Soldiers become disabled, they begin to think serving in the military is no longer possible and therefore initiate a search for viable employment outside active duty. AMC's Always a Soldier program gives Soldiers the closest civilian alternative to stay in the fight. Clark is working with the Department of Veterans Affairs to establish a process for disabled Soldiers to obtain employment at AMC through the program. Clark is also working with other organizations to promote program awareness. As a peer counselor at Walter Reed Army Medical Center, Clark visits the hospital weekly to provide support and raise awareness to his fellow comrades. "Showing the Soldiers how to thrive despite injuries is one of my main objectives," Clark stated.

ASC's program coordinator is CW3 Sabrina Gay-McKoy. She gained her combat experience while assigned to the 82nd Personnel Support Battalion, Fort Bragg, NC, during *Operation Desert Storm*. In June 2004, Gay-McKoy was reassigned to ASC as Chief, Acquisition

1LT Alex Houston is participating in ASC's Wounded Soldier program, working at PEO Soldier. He was wounded in Iraq in 2004. (Photo provided by PEO Soldier.)



Noncommissioned Officer Workforce. In July 2004, she became the program coordinator for the Wounded Soldier program. "It is a great honor for me to help our disabled Soldiers and inform them about this wonderful opportunity," said Gay-McKoy. As the program Coordinator, she implemented the Wounded Soldier program through the coordinated efforts of the Walter Reed Army Medical Center.

Gay-McKoy is also working with the Disabled Soldier Support System (DS3) to raise awareness and to change the Army's regulations, policies and procedures to enable disabled Soldiers to attend military schools, compete for promotion opportunities and, ultimately, deploy to less hostile areas. DS3 is the driving force in ensuring that the Department of the Army continues to make it possible for disabled Soldiers to remain on active duty if they choose to.

Currently, there are three Soldiers participating in ASC's Wounded Soldier program, pending their medical board results. The Soldiers range in grade from first lieutenant to staff sergeant. They are working in Army acquisition program executive offices and contracting offices in the National Capital Region to gain acquisition experience, mentorship and training. They are also taking online Defense Acquisition University courses to begin working toward certification in acquisition positions. Gay-McKoy is seeking men and women to participate in the Wounded Soldier program. She stated that there are some requirements for acceptance in the program. For example, the Soldier must have an excellent Official Personnel File, and must be at least 30-percent disabled as a result of GWOT.

Soldiers interested in participating in either program should contact Steve Clark at steven.clark@hqamc.army.mil or (703) 806-8140/DSN 656-8140 or CW3 Gay-McKoy at mckoy.gay@us.army.mil or (703) 805-1249/DSN 655-1249.



AHRC Notes



AY05/06 Senior Service College Slate Announced

The U.S. Army Human Resources Command recently announced that the following U.S. Army Acquisition Corps officers are slated to attend Senior Service College at the schools indicated during academic year (AY) 05/06.

Name	School
Arn, Mark LTC	University of Texas (UT)-Austin
Bass, James LTC(P)	UT-Austin
Clarke, Matthew LTC	UT-Austin
Colvin, Darryl LTC	Industrial College of the Armed Forces (ICAF)
Dukes, Beatrice LTC	Army War College (AWC)
Green, Allen III COL	ICAF
Hess, John LTC	ICAF
Holzman, Simon LTC	UT-Austin
King, Dion LTC	ICAF
Lewis, Bruce LTC(P)	ICAF
Olson, Thomas LTC	ICAF
Openshaw, Shane LTC	UT-Austin
Ostrowski, Paul LTC	AWC
Skinner, Eugene Jr. LTC(P)	ICAF

FY05 Lieutenant Colonel Reserve Component Acquisition Command Slate Announced

The U.S. Army Human Resources Command announced that the following U.S. Army Reserve and National Guard Army Acquisition Corps officers are slated to become product managers:

Name	Product or Command
Carr, Jeffrey MAJ	Sets, Kits, Outfits and Tools
Matthews, Horace LTC	Global Positioning Systems
Reynierse, Peter MAJ	Fire Support
Smith, Jay LTC	Mass Destruction Civil Support Systems
Swisher, Eugene MAJ	Distributed Learning Systems
Winberry, Jerry LTC	Trailers

Army Grooms Information Technology Managers

The first 12 graduates of the Army Knowledge Leaders (AKLeaders) program were recognized by LTG Steven W. Boutelle, Army Chief Information Officer (CIO)/G-6, Feb. 25 in Arlington, VA. All graduates now hold civil-service positions in Army information technology (IT).

The 2-year program includes four cycles of leadership training and developmental assignments at key Army locations. AKLeaders are first selected from a national pool of high-achievement university graduates and are outstanding scholars (3.45 grade point average or higher). They must be U.S. citizens and able to obtain secret clearances.

"The AKLeaders program is changing the paradigm on how the Army develops IT management professionals," said Boutelle. "We are cultivating a new cadre that demonstrates leadership, business acumen, management skills, knowledge sharing, peer relationships and a strong commitment to public service." The training program is aligned with the *Clinger-Cohen Act of 1996*, which requires government agencies to make sound IT investments and improve IT management and mission performance.

The CIO/G-6 is currently recruiting 12 to 15 AKLeaders for the Class of 2005, which begins in September 2005. For more information, contact Dr. Edward Fujimoto, edward.fujimoto@hqda.army.mil, (703) 604-2059.

Congratulations to the following AKLeaders program graduates, listed with the names of their organizations:

Class of 2002	Organization
Batelka, Daniel S.	CIO/G-6
Cassell, Joel W.	Army Information Technology Agency Integration Center
Henderson, Patricia A.	Network Enterprise Technology Command (NETCOM)
Houston, Sheila M.	NETCOM
Russell, Jerry H. Jr.	CIO/G-6
Sullivan, Tara M.	CIO/G-6

Class of 2001	Organization
Frank, Hortense D.	U.S. Army Corps of Engineers (USACE)

James, Lee A. III	Program Executive Office Enterprise Information Systems CIO/G-6
Lindsay, Zachary A. Nguyen, Loan H.	Headquarters Army Materiel Command (HQ AMC)
Rosado, Anabel Yeung, Sze-Ka	USACE HQ AMC

News Briefs

Army Opens Center to Research Flexible Computer Displays

MAJ Desiree Wineland

The Army officially opened a Flexible Display Center (FDC) at Arizona State University (ASU) Feb. 4, 2005, to develop thin computer screens that bend. Claude M. Bolton Jr., Assistant Secretary of the Army for Acquisition, Logistics and Technology (ASAALT), joined Arizona state and university officials for a ribbon-cutting ceremony at the new center.

Bolton said flexible, lightweight displays will have an endless array of military and commercial uses. "Military applications include computer screens that could be integrated as part of a Soldier's uniform or rolled up and carried in the Soldier's pocket, and vehicle displays that are thinner, lighter, more rugged and consume less power," Bolton remarked.

Claude M. Bolton Jr., ASAALT, examines a small flexible display. The Army officially opened the Flexible Display Center at Arizona State University (ASU), Tempe, Feb. 4, 2005. (Photo by ASU Photographer Timothy Trumble.)